

OUTLINE OF PLAN TO FACILITATE MOVEMENT OF MIGRATORY WORKERS  
RECRUITED IN TEXAS FOR EMPLOYMENT IN SUGAR BEET AND RELATED  
CROPS IN THE NORTH CENTRAL AND PLAINS STATES IN 1946

During the past two decades there has been developed a rather clear-cut pattern of migratory movement of Latin-American workers from the State of Texas to the North Central and Plains States for employment in the production and harvest of sugar beets and related crops. This movement was developed through the efforts of the sugar beet interests in cooperation with the workers. The number of workers involved declined from a pre-war peak of fifty or sixty thousand to a low of approximately 16,000 in 1944 due to a smaller labor supply in Texas as a result of war influences.

A plan was developed early in 1945 for the purpose of coordinating the efforts of the sugar beet and related interests, the Federal Extension Service, and the Texas Extension Service in stabilizing this movement and in making as many workers available for sugar beet production as could be spared without seriously impairing agricultural production in Texas. As a result of this effort 22,000 workers were assisted in migrating from Texas to North Central and Plains States during 1945.

GENERAL POLICY

Under the Farm Labor Supply Appropriation Act 1944 as amended and supplemented the Cooperative Extension Service of the United States Department of Agriculture and the State Agricultural Colleges is responsible for the domestic labor phases of the program "to assist in providing an adequate supply of agricultural labor for the production, harvesting and preparation for markets of agricultural commodities essential to the orderly transition from war to peace." In performing this function the Extension Service is desirous of continuing its assistance in maintaining established movements of agricultural workers. It aims to supplement, not to displace the efforts of agricultural producers to recruit workers and of agricultural workers to find employment. Both employers and workers are to be encouraged to use their own initiative in making employment arrangements and in solving employment problems. Employment relationships which have proven satisfactory are to be maintained in so far as possible.

The recruitment of migratory workers in Texas to be moved to sugar beet and vegetable producing areas in the North Central and Plains States, will be conducted in accordance with State laws applying to such activities.

PROCEDURE

The steps to be followed in 1946 in facilitating the movement of migratory workers from Texas to areas of employment are:

1. The Director of the Texas Extension Service will advise Texas county extension agents regarding approved plans and procedures which have been developed to facilitate the interstate migration of Latin Americans to sugar beet and vegetable producing areas.



2. The State Extension office will furnish Texas extension agents with names and addresses of workers from their respective counties who participated in this migration during 1945.
3. Each Texas county agent will send a letter in Spanish to heads of these Latin American families advising them that county extension offices can give them current information on places of recruitment and related matters.
4. The extension service in the State of use will, wherever possible, assist employers of Latin American workers in developing plans for the shifting of labor between producing areas to insure full employment of the workers, thereby reducing to a minimum the number of workers needed. In some instances, co-operation between States will be necessary to carry out this objective.
5. In order to promote orderly and efficient recruitment under Texas laws, it is desirable that users of Latin Americans in a given State or complementary areas arrange to cooperate in the recruitment of workers. Because of their years of experience, the sugar beet companies may well take the lead in such arrangements.
6. Recruiters will consult with county agents in the respective counties of recruitment, and will be guided by their advice, in order not to jeopardize the production and harvest of local crops. The Texas State Extension Service will not impose any other limitations as to areas or dates of recruitment.
7. The Texas Extension Service will provide each worker recruited under the plan with an appropriate identification card for use when requesting assistance from extension personnel while enroute and in areas of employment.
8. The recruiting agency will establish appropriate rest or over-night facilities for use of recruited workers being transported long distances.
9. The Texas Extension Service, in cooperation with the Federal Extension Service, will employ a limited number of special representatives who will be assigned to areas of recruitment and areas of use to study problems and facilitate the orderly operation of this plan.
10. The need for improvement of housing for migratory workers will continue to be emphasized in the States of use.
11. Information will be furnished the workers in each area of employment regarding the health and medical services available and procedures for obtaining them.
12. The recruiting agency, the Extension Service, and the employers will cooperate in making arrangements, prior to arrival of workers, for shopping and recreational facilities.
13. Consideration will be given to the development of an organized campaign to encourage the Latin-American migratory workers to save a part of their earnings and to the establishment of an appropriate banking device to facilitate such savings.



14. The extension service in the State of use will develop an educational and a training program designed to promote satisfactory employer-employee relationship and efficient use of labor.
15. The extension service in the State of use will notify the Texas Extension Service at least two weeks prior to the beginning of the return trip of the workers to Texas.
16. With a view to long-time objectives, the Texas Extension Service will continue to conduct educational programs among the workers during winter months while they are in Texas; including such topics as health, sanitation, personal conduct and behavior, savings, respect for contract obligations, appreciation of work opportunities, and protection and care of housing and other property made available to them by employers.

#### PERSONNEL

To insure the smooth operation of this program, the sugar beet and related interests, as a group, have again retained John D. Reed, 710 Tribune Building, Austin, Texas, to serve as their representative. The Federal Extension Service has assigned to C. C. Randall, Area Director, Recruitment and Placement Division, Broadway Central Building, Little Rock, Arkansas, responsibility for all operational activities in regard to this program.

The Texas Extension Service will be represented by Caesar Hohn, State Farm Labor Supervisor, College Station, Texas.

Cooperative Extension Service  
Farm Labor Program  
U. S. Department of Agriculture  
February 13, 1946



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